

Photo: Ben Watkins

Head of Marine Conservation

June 2024



Cornwall
Wildlife Trust

Creating a Cornwall
where nature thrives

Introduction

Thank you for your interest in Cornwall Wildlife Trust.

There has never been a more crucial time to join the mission for a wilder Cornwall. Our 2020 State of Nature in Cornwall report highlights the challenges facing wildlife on land and at sea. Our marine life is extraordinary but severely threatened: pollution erodes the quality of our coastal waters, rare and valuable subtidal habitats go unprotected, whilst fisheries bycatch drives a significant proportion of marine mammal strandings around our shores.

However, with Cornwall Wildlife Trust embarking on our ambitious 2030 strategy for nature recovery, there's also never been a more exciting time to join us.

At the heart of this strategy is our goal to **inform, involve, inspire and influence more people than ever before to take action for nature**. In the marine realm, this includes fishers, residents of our coastal towns and villages, visitors to Cornwall's beaches, policy makers for the marine environment, and many others - as we look to bring more of our magnificent seas under better management for nature.

If you're an experienced leader with a passion for and experience in marine conservation, we look forward to hearing from you as we seek our next Head of Marine Conservation .

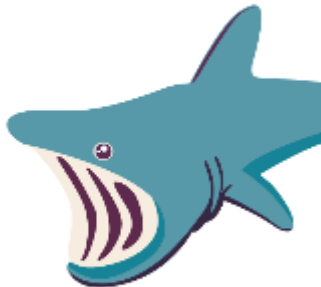


Handwritten signature of Matt Walpole in black ink.

**Matt Walpole, Chief Executive
Cornwall Wildlife Trust**



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About us

Where we've come from

For more than 60 years, Cornwall Wildlife Trust has been working to protect Cornwall's wildlife and wild places. Although a local, independent charity, we are part of a national movement of 46 Wildlife Trusts, all with a shared purpose.

Our vision is of a Cornwall where nature thrives, with our wildlife and wild places valued and enjoyed by all.

A Cornwall where currently rare and threatened habitats and species are once again a normal part of our countryside, skies, and seas. Where healthy oceans, soils, rivers, wetlands, woodlands, moors, grasslands, sand dunes and other ecosystems are valued for the vital roles they play. Where every child in Cornwall grows up with access to beaches and green spaces. And where we're all connecting with, benefiting from, and taking action for nature.

Cornwall boasts many spectacular beaches, yet our stunning coast can mask the hard truth that nature at sea, like on land, is in trouble.



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Photo: Ben Watkins

Our strategy

To halt and reverse nature's decline, **we need** more space for nature (bigger, better and more joined-up), active nature restoration (not just the protection of what remains), and reduced pressure on nature everywhere (be that from development, pollution, habitat loss, intensive farming and fishing, or climate change). **But we can't do this alone.**

We will ensure more areas of land and sea are managed well for wildlife, by **informing, involving and inspiring more people, from all spheres to take action for nature.**

How? Through our four impact objectives ...

1. **Demonstrating** what is possible and **inspiring** others through our conservation delivery.
2. **Supporting** and **advising** others on how to reduce negative pressures and create positive outcomes for nature.
3. **Engaging** and **mobilising** individuals and groups to use their time and resources to participate in practical action.
4. **Campaigning** and **advocating**, as we use our voice to call for better decisions for nature from those in power.

Read our strategy [here](#).



Photo: Adrian Langdon

Cornwall Wildlife Trust already has a strong record of working with Cornwall's fishing sector. A previous project has included the trial of 'pingers' to reduce bycatch. Find out more in **this short video**.

Our marine programme

Cornwall Wildlife Trust has been a leader in marine conservation in the south-west for over 20 years, with a strong track record of achieving impact. Our new Head of Marine Conservation will build on the programme's core pillars, which include:

- **Conducting research** to better understand the state of and threats facing Cornwall's seas (this includes citizen science projects such as Seasearch Diving, the Marine Strandings Network, Shoresearch, and Seaquest).
- **Engaging communities** to act for Cornwall's seas, including through the coordination and development of the Your Shore Network (consisting of 17 Local Marine Groups) and through wider community engagement events and campaigns.
- **Working with fishers and relevant businesses** to increase the supply of and demand for locally caught, sustainable seafood.
- **Practical action** for marine restoration in key nature recovery areas, such as the active restoration of intertidal seagrass and the passive restoration of subtidal blue carbon habitats.
- **Advocating for better policies, business practices and decisions** (including within marine industries, local government, and national statutory organisations) that protect the marine environment, including through the coordination of Cornwall's Marine and Coastal Partnership.



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Some key achievements

- Helping secure Cornwall's 22 Marine Conservation Zones.
- Establishing the UK's first project to capture data on marine strandings, with findings being used to influence regulation to ban pair trawling in European waters.
- Instigating and hosting the Cornwall and Isles of Scilly Coastal Partnership to identify solutions for mitigating risks and developing nature recovery opportunities at sea.
- Identifying one of the UK's largest known subtidal seagrass beds in St Austell Bay, also home to extensive and irreplaceable maerl beds (pictured).
- Trialling low-cost methods for intertidal seagrass restoration.
- Co-chairing and delivering the UK's first seagrass symposium in 2023, bringing together marine biologists, conservationists and volunteers to share learnings.

Role summary

Purpose: To lead Cornwall Wildlife Trust's marine conservation programme, ensuring outstanding team performance and delivering positive impacts for nature at sea

Salary: £38,760 - £43,001 (Band B)

Hours: Full time (37.5 hours)

Contract type: Permanent

Location: Cornwall Wildlife Trust's HQ, based in our Five Acres nature reserve

Reports into: Director of Nature & People

Line reports: Marine Conservation Officers, Marine Conservation Assistant, Marine Community Engagement Officer, Seagrass Restoration Officer, Fisheries Liaison Officer

Key internal relationships: Leadership Team, Management Group, the Fundraising & Communications Department, the Communities and Engagement Team, and Trustees.



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Cornwall is home to one of the UK's only resident pods of inshore bottlenose dolphins. Our Head of Marine Conservation will play a crucial role in protecting and restoring our seas, creating a thriving marine ecosystem that ensures these remarkable creatures, and other marine wildlife, can thrive.



Photo: Adrian Langdon

Responsibilities

You will lead our marine work, developing and managing a high performing team that works seamlessly with others across the Trust in mutually supportive ways to meet their targets and deliver our mission with urgency and impact in the following ways:

- Lead the development and implementation of Cornwall Wildlife Trust's marine programme, in line with the wider organisation's 2030 Strategy for Nature's Recovery.
- Provide effective and inspirational organisational leadership to the marine team, aligning staff with the aims and objectives of the Trust's strategy, ensuring everyone recognises the contribution of their role in delivering the strategy and their individual and collective responsibility towards it.
- Identify and secure resources to fund the Trust's marine team, including partnership project funding and income from commercial services.
- Be a key point of contact for funders and other important stakeholders, helping engage others with our work and ensuring they feel valued for their support.
- Act as Cornwall Wildlife Trust's principal advocate and spokesperson for marine conservation; develop close working relationships with external stakeholders and influence them to deliver marine nature recovery.
- Be the Trust's representative on key local and national partnerships and consultative forums including the Cornwall Marine and Coastal Partnership and Defra's Clean Catch Group.
- Lead on producing considered responses to marine development proposals and other consultations to minimise impact and ensure marine biodiversity net gain where possible.



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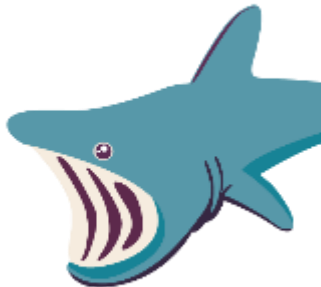


Responsibilities continued

- Manage departmental budget and performance, including monitoring, review and reporting of relevant Key Performance Indicators, providing accurate and robust information and strategic insight to the Trust's Board and Committees.
- Encourage creativity and innovation, nurturing new ideas and approaches for achieving our strategic objectives.
- Undertake recruitment, performance reviews and general line management duties, liaising with HR colleagues as required.
- Champion equality, diversity and inclusion within the department and organisation, and across plans and activities.
- Commit to continuous improvement of leadership, innovation and skills through personal and team development.
- Participate in and / or lead cross-organisation task or working groups as required and develop excellent relationships with others in the organisation and the wider Wildlife Trust movement.
- Establish and maintain links and resources which ensure the Trust is aware of new developments in conservation for nature's recovery and tackling climate change.
- Work with the Environmental Records Centre for Cornwall and Isles of Scilly (ERCCIS) to ensure records collected through marine projects are well managed and made available to inform nature recovery.
- Effectively communicate the importance of the marine environment and the Trust's work to the media, communities and public audiences to effectively build people's engagement with the marine issues and the Trust.
- Undertake other responsibilities from time to time as required.



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Person specification

Our next Head of Marine Conservation must be a passionate advocate for Cornwall's seas, with demonstrable experience of leading high-performing teams and developing and implementing effective strategies. Specific requirements are outlined below (E = Essential, D = Desirable).

Skills

- Leadership skills, with ability to inspire staff and encourage a pragmatic and solutions focused approach (E)
- Ability to design and implement strategy delivery plans (E)
- Ability to develop relationships built on honesty, trust and integrity, including with stakeholders from the business sector, voluntary sector, government and marine management groups (E)
- Natural communicator (including written and verbal), with ability to influence, inspire and enthuse a broad range of people and stakeholders (E)
- Ability to identify and resolve conflict (E)
- Keen intellect and strong analytical skills (E)
- Computer literate (Microsoft Office) (E)

Knowledge & Experience

- Cornwall and the UK's marine environment (E)
- UK Marine Legislation (E)
- Team and project management to achieve excellence (E)
- Securing funds from statutory and philanthropic donors (E)
- Analysis of metrics and reporting (E)
- Budget management and management accounting (E)
- Stakeholder management, including staff, trustees, external partners, politicians and other decision makers (D)
- Developing and delivering strategy (D)
- Media interviews and public speaking (D)
- Working collaboratively with colleagues and stakeholders to co-create projects, solutions and concepts with success (D)

Personal Qualities

- Commitment to the vision, values and expected behaviours of Cornwall Wildlife Trust (E)
- Organised and able to flexibly manage and prioritise time and workload efficiently (E)
- Self-motivated, with a consultative, transparent and collaborative leadership style (E)
- Resilient (E)
- Positive attitude (E)
- Passionate, pragmatic conservationist with an evidence-based approach (E)

Please note ...

This role will require occasional evening and weekend working, including the need to travel and for overnight stays.



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Finally ...

Other details

- Cornwall Wildlife Trust operates excellent toil and flexible working policies
- Enhanced company holiday entitlement – starting at 25 days and rising to 30 days (one day extra for each year worked after three complete years served), with additional time off between Christmas and New Year
- All employees have access to the Employee Assistance Programme (24/7 counselling service) and Employee health and wellbeing portal
- Stakeholder pension

To apply

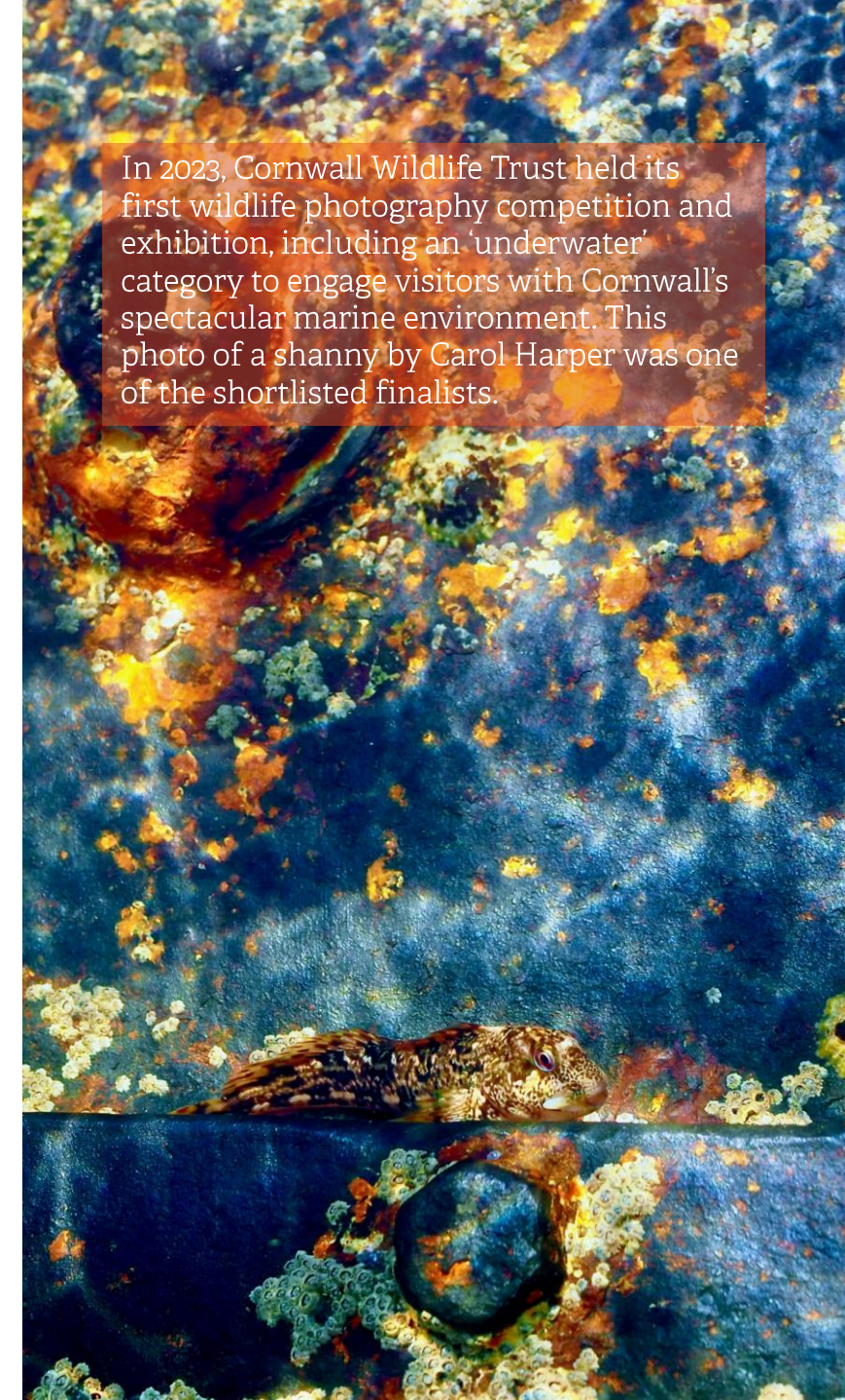
Please send a CV and supporting statement outlining your suitability against the person specification to recruitment@cornwallwildlifetrust.org.uk by **midnight on 18th July 2024**.

Interview dates

We have held **24th and 25th July** for first round interviews. However, we will aim to be flexible for shortlisted candidates if required due to summer holidays.



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In 2023, Cornwall Wildlife Trust held its first wildlife photography competition and exhibition, including an 'underwater' category to engage visitors with Cornwall's spectacular marine environment. This photo of a shanny by Carol Harper was one of the shortlisted finalists.



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Photo: Alexander Mustard